

MINUTES¹
UNIVERSITY SENATES CONFERENCE

DATE: Tuesday, September 12, 2023

PLACE: University of Illinois Springfield, Student Union, South Ballroom 222

PRESENT: Burbules (Online), Dallesasse, De Groote, Dunning (Online), Erricolo, Hobbs, Leff (Online), Lyons, Peiravian (Online), Sharma, Symes (Online), Tolliver, Weuve (Chair), Wink (Online)

ABSENT: Campbell, Danziger, Jenkins, Kalita

GUESTS: Timothy Killeen (online), Nicholas Jones, Jami Painter (online), Brandon Schwab

Professor Weuve called the meeting was called to order at 10:04 a.m.

I. Meeting with President Killeen, Executive Vice President Jones, and Jami Painter, Senior Associate Vice President and Chief Human Resources Officer

President Killeen joined the meeting from UIUC and shared the highlight of his afternoon. President Killeen will be at the award ceremony for Dr. Bir Bahadur Singh who will be receiving the first Shin Humanitarian Award and a fifty-thousand-dollar check. Dr. Singh is a double alum of Urbana Crop Sciences, and he is among the most globally recognized food scientists. He is credited with improving the diets, incomes, and lives of hundreds of millions of smallholder farmers, and food insecure consumers in many of the poorest regions of the world. He is being recognized for the successful breeding on farm development and release of more than 35 varieties of higher yielding crops as well groundbreaking early work establishing soybean breeding. There are some amazing people who have contributed enormously, and with this Shin Award, this will provide a path to recognize on an annual basis. This is in honor of the Shin Family and Mr. Shin's late wife.

President Killeen mentioned that enrollment is strong with 94,600 students. This is the second year of enrollment growth. Graduate student enrollment is picking up nicely. UIC also has experienced strong enrollment growth with a 27% increase in black freshman enrollment. UIS has an 11% increase. Strategic goals include focusing on faculty recruitment.

Governor Pritzker is attending the University of Illinois Board of Trustees Meeting next week. The Governor is talking about the University of Illinois wherever he goes. He will hold a round table with the Board of Trustees during the meeting. He is excited about the enrollment data.

President Killeen also mentioned the recent discussion on tuition issues and the commitment to affordability being as strong as it ever has been.

President Killeen also discussed the trip to Brazil earlier this year and the potential for collaborative efforts. He noted that Brazill is the 22nd largest economy in the world. Sugar cane is used extensively in Brazil to drive the economy. Illinois can use switch grass. Brazil wants to participate in the Congress for Sustainability in Chicago. There are other

¹Subject to approval at the University Senates Conference meeting on October 10, 2023

opportunities for collaboration in other areas of the world. While other universities are closing, the University of Illinois is working to expand. President Killeen is planning to have a discussion with the Board of Trustees. He also mentioned the importance of building relationships in the research environment to grow and prosper.

Present Killeen reported that the new cohort of 20 fellows in the President's Executive Leadership Program (PELP) started last week. There were 80 nominations. PELP is in the 8th year and focuses on leadership development.

President Killeen mentioned Dr. Deba Dutta, joining the University of Illinois System as a Senior Advisor to the President will be arriving this week. He is well known to many and will work from an office at DPI (Discovery Partners Institute). President Killeen provided insight on his background. Dr. Dutta will provide valuable leadership enhancing opportunities challenged by the bandwidth issue. He will focus on DPI Academic Interfaces working with Deans and Faculty, in addition to working on the international side with international partners. President Killeen suggested taking advantage of the momentum with Illinois being the place to be in higher education. His appointment is supported by the Board of Trustees.

USC expressed interest in being an active participant in the employment process and having open lines of communication to allow USC to fulfill their advisory role. Recognizing discretion and confidentiality matters, USC mentioned that a closed session could be requested to allow the discussion over a personnel related matter.

USC acknowledged the challenges with hiring and provided examples. Ms. Painter, Senior Associate Vice President and Chief Human Resources Officer, explained the approaches based on the type of position.

EVP Jones mentioned that Ms. Painter was joining the USC Meeting to provide information about the retirement question from USC.

Ms. Painter shared the challenges with SURS, noting the plan for it to be about 90% funded by 2045. The Tier II plan that was created in 2011 is not attractive to faculty and staff. Recently there have been questions on the Social Security Safe Harbor and if enough is being done to meet the definition by providing a retirement plan that's as generous as Social Security. There is an entire calculation to determine this. If it proves not to be as generous as Social Security, a legislative change would be needed to fix the Safe Harbor Issue for Tier II. Discussion was held on the 403b option. The System is looking for potential solutions. Ms. Painter mentioned a meeting is scheduled with EVP Jones and VP, Chief Financial Officer, and Comptroller, Paul Ellinger.

Ms. Painter also mentioned the peer study that was conducted to review benefits, but it did not include a comparison on state provided benefits.

USC mentioned that with the issues present with Tier II, that could entice someone to leave.

President Killeen inquired about exit interview information. Ms. Painter responded that

anyone who is offered a job and declines is asked why. Some respond that it's due to pay or more advancement elsewhere.

USC encouraged a prompt effort on this issue. It was noted that the defined benefit plan is creating the greatest challenge. There is also the Self-Managed Plan as another option.

EVP Jones expressed his appreciation to USC for the discussion on the University of Illinois System Values and Principles draft document discussed at the last meeting. He would enjoy seeing it sent out for feedback.

President Killeen suggested a dialogue with USC on international engagement and the best approach.

Professor Weuve expressed appreciation to President Killeen, EVP Jones, and Ms. Painter for their session at 11:40 am.

USC inquired about the sense of urgency to get the University of Illinois System Values and Principles out so quickly. EVP Jones shared that this has been worked on for 7 years. There is a push to get it done and out since the next accreditation cycle is coming up. If it's not ready, then it won't be pushed. It would be idea to have the agreed upon statement of Values and Principles.

USC recommended that time be allowed to obtain feedback and then provide it, but not before the November Board of Trustees Meeting.

The meeting recessed at 11:45 am.

II. Meeting with Provost Schwab

Professor Weuve called the meeting to order at 1:02 pm and welcomed Provost Schwab.

Provost Schwab shared his background with USC and mentioned that he is the first member in his family to attend college. Provost Schwab is a geologist by training and obtained his PhD. from the University of Oregon. He is delighted to be the Provost at UIS and has been working hard to get to know the institution, and the people. He has noticed that employees are multi-time connected to the University.

Provost Schwab is working to stabilize the finances, bolster enrollment, create a welcome to all backgrounds and remind others that they are all in this together. The goal is to meet the challenges in higher education, and as a society.

UIS had faced a few difficult years with enrollment declines, working on a financial deficit, leadership changes, the pandemic, a learning management system change, and academic reorganization. That led to a scarcity mindset and morale challenges. Provost Schwab shared that it is important to have a workforce, faculty and staff that more closely represents the students. The focus is to work on the mission, providing access and opportunity. This will help to rebuild trust. People love UIS, and UIS is in the business of changing lives. There are cultural changes needed. The good news is that enrollment is up 11% for the fall. Online learning is up 19%. New freshman enrollment is up 6% and

transfer students are up 3%. The focus is on keeping the momentum growing with a balanced portfolio.

Provost Schwab mention that higher education institutions are facing the same issues. UIS needs to be strategic and collaborative. He was appreciative of the support from President Killeen, EVP Jones and others at the System Level for their view of UIS.

USC was delighted with the enrollment numbers and asked Provost Schwab what he attributed the success to. Provost Schwab responded that enrollment as a team is everyone's responsibility to support the student experience, making sure that students receive the support they need.

Provost Schwab mentioned it's important to keep the student experience at the forefront. This could mean an investment in the learning management system.

EVP Jones mentioned the possibility of a system managed infrastructure for online learning to help each university offer classes. The system would take care of the resources. Professor Weuve expressed appreciation to Provost Schwab for attending.

The meeting recessed at 1:37 p.m. for committee meetings.

III. Committee Meetings

IV. Business Meeting Call to Order

Professor Weuve called the business meeting to order at 2:36 pm.

V. Public Comment

No public comment.

VI. Remarks from the USC Chair

Professor Weuve expressed enjoyment serving as the USC Chair and encouraged USC to see more of the campus when they return to UIS.

VII. USC Committee of the Whole Discussion: Follow-up items from morning session

Professor Weuve asked for input about this morning. A discussion was held about the senior level hiring process, system level needs, size, and evaluation of investment. Further discussion was held on a potential letter to be written to the President.

Additional discussion took place on Tier II, a potential managed structure for online programs, supporting students at an affordable price, and measuring success with outreach efforts internationally.

VIII. Approval of Minutes from August 17, 2023

A motion was made and seconded to approve the minutes from August 17, 2023. A brief discussion was held. The minutes were approved with a voice vote by USC Members in-person and by roll call vote for members attending on Zoom.

Yes: Burbules (Online), Dallesasse, De Groote, Dunning (Online), Erricolo, Hobbs, Leff (Online), Lyons, Peiravian (Online), Tolliver, Weuve (Chair)
No: None
Abstain: None

IX. Old Business - Action Items

OT-372. Proposal to establish a consultation process for system policies. Sent to Executive Vice President Wilson 2/3/21. Response from Executive Vice President Wilson 5/6/21. USC discussed moving forward on 6/24/21. Transmitted to Senates on 06/08/2023 with feedback requested by 11/03/2023.

A motion was made and seconded to move OT-372: Proposal to establish a consultation process for system policies to the Old Business – Action Items section of the meeting agenda from the Old Business – Information and Discussion Items.

A brief discussion was held. The motion passed with a voice vote by USC Members in-person and by a roll call vote for members attending on Zoom.

I.

Yes: Burbules (Online), Dallesasse, De Groote, Dunning (Online), Erricolo, Hobbs, Leff (Online), Lyons, Peiravian (Online), Tolliver, Weuve (Chair)
No: None
Abstain: None

USC held a discussion on OT-372: Proposal to establish a consultation process for system policies since a copy of the proposal had been transmitted to the Senates on 06/08/2023 with a request for feedback to USC by 11/03/2023. The proposal had been posted as “approved” on the Executive Vice President and Vice President of Academic Affairs website. USC requested that Mr. Perryn perform research to determine how it was posted. With USC awaiting feedback from the Senates, it is important that USC is able to review and provide the input prior to the proposal being sent forward by USC.

A motion was made and seconded to ask for a modifier to be placed on the policy to illustrate that it had not been reviewed by USC and had feedback provided. The motion passed with a voice vote by USC Members in-person and by a roll call vote for members attending on Zoom.

Yes: Burbules (Online), Dallesasse, De Groote, Dunning (Online), Erricolo, Hobbs, Leff (Online), Lyons, Tolliver, Weuve (Chair)
No: None
Abstain: None

OT-387. University of Illinois System Values and Principles. Transmitted to the Senates on 03/27/2023 with advice requested to USC by 05/15/2023. 06/26/2023 requesting an extension through Fall 2023.

A motion was made and seconded to move OT-387: University of Illinois System Values and Principles to the Old Business – Action Items section of the meeting agenda from the Old

Business – Information and Discussion Items. No discussion was needed. The motion passed with a voice vote by USC Members in-person and by a roll call vote for members attending on Zoom.

Yes: Burbules (Online), Dallesasse, De Groote, Dunning (Online), Erricolo, Hobbs, Leff (Online), Lyons, Tolliver, Weuve (Chair)

No: None

Abstain: None

A motion was made and seconded to send a letter to the Senates with the new version of OT-387: University of Illinois System Values & Principle with a deadline for feedback to be sent to USC by 01/17/2024. A discussion was held. The motion passed with a voice vote by USC Members in-person and by a roll call vote for members attending on Zoom.

Yes: Burbules (Online). Dallesasse, De Groote, Dunning (Online), Erricolo, Hobbs, Leff (Online), Lyons, Tolliver, Weuve (Chair)

No: None

Abstain: None

XI. Today’s Business

1. USC Presenters and Observers for Board of Trustees Meetings:

Date	Location	Presenter	Observer	From
9/21/2023	Urbana	Weuve	Leff	Urbana
11/16/2023	Chicago	Weuve	Wink	Chicago
1/18/2024	Chicago	Symes	De Groote	Chicago
3/28/2024	Springfield	Wink	Weuve	Springfield
5/16/2024	Urbana	Jenkins	Tolliver	Urbana
7/18/2024	Chicago	Weuve	Weuve	Chicago

2. DPI Membership and Outreach

Professor De Groote shared background information on this topic.

3. Discussion of guests to invite to future meetings

A brief discussion was held.

4. Discuss the USC Retreat Topics and Speakers

A discussion was held to finalize topics and speakers for the USC Retreat.

5. BOT Observer Reports

Professors Burbules and Dunning are collaborating on the BOT Observer Reports.

6. SGC review USC *Bylaws* for potential revision due to OMA

Professor Burbules advised SGC has reviewed the USC *Bylaws* and does not recommend a revision. This item will be removed from the agenda.

X. Old Business – Information and Discussion Items

1. ST-83. Revisions to the *Statutes* – newly proposed revisions. Sent to Executive Vice President Wilson 5/1/20. Proposed revisions to the *Statutes* (USC ST-83 following ST-77) transmitted to UIS, UIC, and UIUC Senates 9/2/21. UIC responded with Collated

Comments 1/12/22. USC sent a request for bifurcation and clarification to UIC on 2/8/22. UIC Senate Request for Modifications 12/1/22. The proposed statutory revisions have been transmitted to UIS, UIC, and UIUC Senates. The UIC Senate has sent its response.

Professor Weuve shared that the USC Senate has met on ST-83 and will address ST-83 in smaller sections by September or October.

2. ST-87 Proposed Revisions to the *Statutes*, Article I, Section 5 – Chancellors and Vice Presidents, Article II, Section 3a (1) – Faculty Role in Governance, and Article III, Section 1g – The University. Passed UIUC Senate 11-15-21. Transmitted to UIC and UIS Senates on 3/2/22.

Professor Burbules reported that ST-87 is on hold until ST-83 comes in.

3. ST-89 Proposed Revisions to the Statutes, Article IV, Section 1 – The Department, Section 2 – Department Organized with a Chair (Section 2b – Department Organized with a Chair), Section 3 – Department Organized with a Head (Section 3b – Department Organized with a Head), and Section 4 – Change of Department Administrative Organization. Passed UIUC Senate 04/24/2023. Transmitted to UIC and UIS 06/21/2023.

Professor Burbules reported that ST-89 is on hold until ST-83 comes in.

4. SI-1. Updates from each University
 - a. University of Illinois-Chicago:
No update.
 - b. University of Illinois-Springfield
No update.
 - c. University of Illinois Urbana-Champaign
No update.

5. SI-2. Updates from Standing Committees:

- a. AARC
No update.
- b. FBBC
Professor Lyons mentioned the upcoming report on deferred maintenance needs for the entire System. Costs are expected to be 2 billion dollars. Delaying further action to repair will increase costs. Professor Lyons suggested USC invite a speaker when the report is available.
- c. SGC
No update.

6. SI-3. Updates from External Groups with USC Representatives:

- a. Discovery Partners Institute Executive Committee

No update.

b. Enrollment Management Policy Council

No update.

c. President's Executive Leadership Program

Professor Lyons reported that PELP has been a wonderful experience.

d. University of Illinois System President's Advisory Council

No update.

e. Workplace Behavior Policy

Professor Weuve noted that this is currently on hold pending the other document.

XI. Adjournment – The meeting adjourned at 4:19 pm. The next meeting is at UIUC on October 10, 2023.